

**CaIPERS BASE SALARY RANGES BY QUARTILE AND MERIT MATRIX  
WHICH DETERMINES BASE SALARY INCREASES**

<b>Position</b>	<b>Minimum of Salary Range</b>	<b>End of First Quartile</b>	<b>Median (End – 2<sup>nd</sup> Quartile )</b>	<b>End of Third Quartile</b>	<b>Maximum of Salary Range</b>
CEO	\$165,000	\$180,000	\$195,000	\$210,000	\$225,000
CfActuary	180,195	191,455	202,715	213,975	225,235
CIO	356,000	400,500	445,000	489,500	534,000
SIO	233,000	259,000	285,000	311,000	337,000
SPM	162,000	178,000	194,000	210,000	226,000
PM	119,000	128,000	137,000	146,000	155,000

**Merit Matrix for Within-Range Base Pay Increases**

Within-range salary increases are based in part on current placement within the base salary range. The theory behind this is that high-performing executives initially paid low in their respective ranges should receive larger increases to move their salaries more quickly toward market levels, while executives already paid closer to market medians need not receive large increases since they are already receiving salaries commensurate with market rates. Applying this concept results in a merit matrix which serves as a guide for base salary increase recommendations:

<b>Performance Rating</b>	<b><i>Position in Range Before Increase</i></b>			
	<b>First Quartile or Below</b>	<b>Second Quartile</b>	<b>Third Quartile</b>	<b>Fourth Quartile</b>
Outstanding	10%	8%	6%	4%
Consistently Exceeds Standards	8%	6%	4%	2%
Meets Standards	6%	4%	2%	0%
Does Not Fully Meet Standards	2%	0%	0%	0%
<b>Merit Matrix Based on a 4% General Market Increase in Executive Base Pay</b>				

The performance appraisal is structured to support potential increases within the established base salary ranges. An increase beyond the maximum of the respective range is not granted unless the range is adjusted upward on the basis of marketplace movement of executive salaries.